Program

Wednesday, September 14th 2016

08.15 - 09.00
Registration

09.00 - 09.15
Introduction  Hanne De Coutere

09.15 - 10.00
Conference opening  Herman Van de Velde, CHAIRMAN of the BOARD at NV Van de Velde

10.00 - 10.45
Plenary Keynote  Kim Staack Nielsen, Chairman Danish HR
“The Danish model for a higher sustainable employability”

10.45 - 11.15
Coffee break and Poster Viewing

11.15 - 12.15
Parallel Keynotes
1. Frederik Anseel, Prof. - Ghent University
“Reinventing Performance Management: why should we care and what are the alternatives?”

2. Yves Veulliet, Global Disability & Inclusion Program Manager - IBM
“Diversity and Inclusion as a tool to foster sustainable employability”

3. Els Clays, Prof. - Ghent University
“The psychosocial work environment: how much do we know to optimize sustainable employability?”

http://www.incose.eu/program
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<td>12.15 - 13.45</td>
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| 13.45 - 14.30 | Plenary Keynote  
Juhani Ilmarinen, Prof. Em. - Juhani Ilmarinen  
Consulting  
"Work ability for science and practice" |
| 14.30 - 15.30 | Parallel Keynotes |
| 1. Philippe Persyn, Global HR Director - Johnson & Johnson & Mieke Smet, HR Director Workforce Management for the Future - Johnson & Johnson  
"House of work ability can make a cultural shift at Janssen Belgium" |
| 2. Robert Karasek, Prof. Em. - JCQ Center and Øresund Synergy  
"Towards a new economy of innovative and healthy work: creating new jobs for younger workers and maintaining employability in older workers" |
| 3. Kamila Moulaï, Université catholique de Louvain  
"Fostering sustainable employability : Lessons from the experiences of self-initiated expatriates" |
| 4. Donatienne Desmette, Prof. - Université catholique de Louvain  
"Age diversity: an inconvenience for the organization? Insights from research to practice" |
| 15.30 - 16.00 | Coffee break and Poster Viewing |
| 16.00 - 17.00 | Plenary stakeholders debate  
(moderator: Hanne Decoutere) |
| 1. David Ducheyne, CPO - Securex |
| 2. Frederik Anseel, Prof. - UGent |
| 3. Tage S. Kristensen, Dr.Med.Sci. & M.Sc. |
| 4. Kristian Vandenhoude, Vice President Human Resources - Atlas Copco |
| 5. Alison Tate, ITUC |
| 6. Claire Courteille-Mulder, Director ILO Office Brussels |
Roundup first day  
Stephan Londoiz, CEO - Securex

17.00
-
17.30

Reception

17.30
-
19.00

Poster Sessions

- Work ability in nursing professionals and related aspects  
  **Bordignon M, Monteiro I**, Brazil
- Building industrial SMEs capacity for managing work ability: Workers life course and gender management approach  
  **Fernandes C, Silva CF, Pereira A**, Portugal
- Occupational health management in the workplace  
  **Carter J, Coombs J**, UK
- Risk factors of myocardial infarction in occupationally active population  
- Chronic diseases, health behaviours, and demographic characteristics as predictors of ill health retirement: Findings from the Korea Health Panel Survey (2008–2012)  
  **Kang YJ, Kang M-Y**, South Korea
- Bridging health care and the workplace: a return to work intervention for breast cancer patients  
  **Désiron HAM, Crutzen R, Godderis L, Hoof E, Rijk A**, Belgium, The Netherlands
- Challenge of applying fit note system to Japan: to help workers who suffer mental illness return to work  
  **Tsutsumi A**, Japan
- The Role of Personality Organization and parental bonding types as a Personal Resource in the Job Demands-Resources Model  
  **Sayahi M, Shakiba S**, Iran
- The ideal leader  
  **Van Coillie H, Vander Sijpe F**, Belgium
- Development of an e-guide on sustainable employability: assessing the needs of Belgian companies through an explorative study  
  **Kuipers Y, Verbrugge M, Vriesacker B, Peeters I, Mortelmans K**, Belgium
- Facilitators of Informal Workplace Learning: A Meta-Analysis  
  **Loos J, Giesenbauer B, Stamov Roßnagel C**, Germany
- How to motivate blue-collar workers  
  **Verlinden H**, Belgium
- Has life satisfaction changed over the previous 20 years for all age groups? Results from a large Norwegian cross-sectional study (HUNT 1, 2 and 3)  
  **Lysberg F, Gjerstad P, Cvancarova Smăştuen M**, Norway
- What else influences the relationship between age/value diversity and team effectiveness?  
  **Widerszal-Bazyl M, Wołodźko E**, Poland
Belgian careers: annual research into labour market movements and corresponding drivers

Theerlynck E, Belgium

Thursday, September 15th 2016

Plenary Keynote  
Tage S. Kristensen, Prof. Em. - Task-Consult
“Organizational social capital and sustainable employability”

Plenary Keynote  
Annet de Lange, Prof. - HAN University of Applied Sciences in Arnhem and Nijmegen
“The value of human resource management in facilitating sustainable employability of workers”

Coffee break and Poster Viewing

Oral Session 1: “Bridging science and practice”  
Chair: Tage S. Kristensen, Denmark

11.00: Employability barometer
Van Coillie H, Vander Sijpe F, Belgium

11.20: The "Well-being Indicator“ – a health and safety assessment tool for practice and research. Evaluation of the first year of application and data collection
Van de Walle D, Kiss P, Belgium

11.40: A roadmap for getting managers to improve work ability in organizations
Eeckelaert L, Maenen S, Van Gramberen M, Belgium

12.00: Organizational social capital and its relationship with health and safety parameters
Kiss P, De Meester M, Van de Walle D, Belgium

Oral Session 2: "Leadership"  
Chair: Karina Nielsen, UK

11.00: Health and safety leadership among distributed workers
Nielsen K, Nayani R, Daniels K Rachel, Lewis R, Donaldson-Feilder E, UK

11.20: Psychological and physical demands in work environment for leaders in private and public sector stratified by gender. The results from a large Norwegian cross-sectional study (HUNT 3)
Gjerstad P, Lysberg F, Cvancarova Småstuen M, Norway
11.40: *Informal carer friendly HRM: what is is, how it works and why it matters*  
**Baele C**, Cornelis K, Lecoutere K, Janssens S, Belgium

Oral Session 3: "Psychosocial factors"  
**Chair: Caroline Tan ans Eva De Winter, Belgium**

11.00: *Occupational health and well-being of humanitarian aid workers: psychosocial and physical risks*  
**Ndunge A**, Hunt N, Griffiths A, Kenya/UK

11.20: *Psychosocial factors of work ability among people with chronic cardiovascular diseases*  
**Cygan HB**, Bugajska J, Poland

11.40: *Psychosocial factors associated with intention to leave and job satisfaction. Baseline data of the “Well-being Indicator”*  
**De Winter E**, **Tan C**, Kiss P, De Meester M, Van de Walle D, Belgium

Oral Session 4: "Interventions and tools"  
**Chair: Eva Vandenheede, Belgium**

11.00: *Ergonomic improvements go hand-in-hand with productivity in a logistic environment*  
**Delaruelle D**, Acke S, Wanten O, Schmickler M-N, Belgium

11.20: *WOTCA: a creative and tailored approach to promote health and safety in a home cleaning services company*  
**Vandenheede E**, Klaassen T, Belgium

11.40: *Keeping your staff healthy and safe abroad. IOSH - International SOS Foundation guide*  
Field K, Joyce J, **Williams I**, UK

12.00: *Measuring the energy balance of your professional drives at work: an effective tool for job crafting*  
**Monsieurs P**, Belgium

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<td><strong>Hans Martin Hasselhorn, Prof. - University of Wuppertal</strong></td>
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<td>“The complexity of employment participation at higher working age”</td>
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<td>14.15</td>
<td>Oral Session 5: Special session: &quot;Sustainable employability and cardiovascular disease&quot;</td>
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<td><strong>Chair: Alicja Bortkiewicz, Poland and Els Clays, Belgium</strong></td>
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14.15: Return to work after syncope: a new multidisciplinary approach for the global risk stratification and patient management
Barbic F, Dipaola F, Scannella E, Costantino G, Solbiati M, Brunetta E, Mandelli P, Minonzio M, Furlan R, Italy

14.35: A review of work characteristics related to return to work after coronary heart diseases
Ferrario MM, Borchini R, Italy

14.55: Return to work in patients with coronary heart disease: results from the EUROASPIRE IV study
Clays E, De Smedt D, Kotseva K, Braeckman L, De Bacquier D, Belgium/UK

15.15: The analysis of factors that affect the continuation of occupational activity after first acute coronary syndrome

Oral Session 6: "Sickness absence and return to work“  
Chair: Elke Van Hoof, Belgium

14.15: The evolution and causes of long and frequent absences of the Belgian employees in the private sector
Verlinden H, Belgium

14.35: Promoting visits prior to return to work: a case study in a Belgian company
Van Soom U, Schmickler M-N, Verbrugghe M, Belgium

14.55: Causes of absenteeism to be tackled by the employer
Verlinden H, Belgium

15.15: Towards a preventive attendance policy: the development of a preventive attendance tool
Sels C, Meyns P, Van Hulst K, Verbrugghe M, Belgium

Oral Session 7: "Psychosocial and organizational factors in the healthcare sector”
Chair: Hans Martin Hasselhorn, Germany

14.15: Work environment elements in the European home care setting
Van Eenoo L, Declercq A, on behalf of the IBenC consortium, Belgium

14.35: From moral distress as a psychosocial risk to moral resilience in healthcare organizations
Baele C, Coolen D, Dely H, Belgium
14.55: Chinese medical staffs in private hospitals are more productive than those in public hospitals, really?
**Yang T**, Deng J, Liu Y, Chen Q, Chen Z, Shen Y-M, China

15.15: No second thoughts about second victims: the development of a procedure to support victims following a clinical incident in a Belgian hospital
Werrebrouck L, **Van Hulst K**, Meyns P, Verbrugghe M, Belgium

Oral Session 8: "Special session “Unemployment, job insecurity, and sustainable employability"

**Chair**: Kaisa Kirves, Finland
(ICOH Scientific Committee Unemployment, Job Insecurity and Health – ICOH-UJIH)

14.15: A Best Practice Exchange to reduce the health risks of job insecurity, job loss, and unemployment
**Kirves K**, Price RH, Finland/USA

14.35: Relationship between health condition and employment status
**Suraya A**, Kirves K, Indonesia

14.55: How to increase perceived employability among senior employees?
**Kirves K**, Wallin M, Vuori J, Finland

15.15: Unemployment and life course parenting in Nigeria: implications for traditional African social security
**Samuel O**, South Africa

Coffee break and Poster Viewing

Oral Session 9: “Inclusion and (re-)integration”
**Chair**: Bram Dehaene, Belgium

16.15: A policy for a sustainable and durable re-integration
Bonamie B, **Kusters N**, Belgium

16.35: Redefining disabilities: Increasing inclusion, improving esteem and reducing cost, by focussing on talent
**Kamerling S**, Belgium

16.55: Your workplace transforms into an marketplace
**Boone B**, Belgium

17.15: Wellfie - "your company’s well-being in a snapshot". An online tool to manage your company’s workability
**Vandenbroeck S**, Belgium
Oral Session 10: “Return to work after breast cancer”  
**Chair:** Elke Van Hoof, Belgium

16.15: A qualitative study exploring breast cancer patients’ experiences when considering return to work  
Schippers N, Van Hoof E, Lifrange E, Desreux J, Graas M-P, Mebis J, Mairiaux P, Belgium

16.35: Bridging health care and the workplace: formulation of a return-to-work intervention for breast cancer patients using an intervention mapping approach  
Désiron HAM, Crutzen R, Godderis L, Hoof E, Rijk A, Belgium/The Netherlands

16.55 – 17.45: Round table debate

Oral Session 11: “Bullying and burnout”  
**Chair:** Els Clays, Belgium

16.15: Factors associated with unacceptable behavior in the workplace. Baseline data of the “Well-being Indicator”  
De Winter E, Tan C, Kiss P, De Meester M, Van de Walle D, Belgium

16.35: Well-being at work – lengthy working hours and being bullied. Comparison between leaders and the general population. The results from a large Norwegian cross-sectional study (HUNT 3)  
Gjerstad P, Lysberg F, Cvancarova Småstuen M, Norway

16.55: Burn-out policies in Belgian companies  
Verlinden H, Belgium

17.15: Carewear: the potential of wearable technology in stress and burnout management  
Buyck I, Vanhoomissen T, Bonroy B, Mertens M, Van Daele T, Belgium

Oral Session 12: “HR practices”  
**Chair:** Annet de Lange, The Netherlands

16.15: Personalization of work and careers: how does it relate to job outcomes and sustainable employability?  
Van Coillie H, Vander Sijpe F, Vossaert L, Belgium

16.35: The influence of a supportive learning culture on learning and sustainable employability  
Gerken M, Beausaert S, Segers M, The Netherlands

16.55: Anytime/anywhere working practices (AAWP): A study of prevalence and the effects on individuals and organisations  
Theerlynck E, Vossaert L, Belgium

17.15: Demotion: a valuable & valued career option for the future?  
Ballings B, Belgium
Friday, September 16th 2016

Plenary Keynote  Greet Vermeylen, Senior programme manager - Eurofound
“Sustainable work over the life course in the European Union: a multi-actor approach”

Oral Session 13: “Sustainability at work”  Chair: Greet Vermeylen, Ireland

9.45: Defining sustainable employability: A multidisciplinary approach
Fleuren BPI, de Grip A, Nicole W. H. Jansen NWH, Kant I, Zijlstra FRH, The Netherlands

10.05: Sustainable employability as a multidimensional formative construct
Fleuren BPI, Zijlstra FRH, de Grip A, van Amelsvoort LGPM, Kant I, The Netherlands

10.25: Human sustainability at work by Human Quality Management – the Austrian approach and practice
Karazman R, Polacsek-Ernst R, Austria

Oral Session 14: “Psychosocial factors and health”  Chair: Marc De Meester, Belgium

9.45: Need for recovery and its relationship with psychosocial factors at work. Results of the first year of application of the “Well-being Indicator”
Kiss P, De Meester M, Belgium

10.05: SleepWell&StressLess: Providing optimal performance and sustainable employment by optimizing the recuperative power of sleep
Declercq I, Belgium

10.25: Psychosocial factors and musculoskeletal disorders in a public sector population
De Meester M, Kiss P, Belgium

Coffee break and Poster Viewing

Oral Session 15: “Work Ability”  Chair: Ines Monteiro, Brazil
11.15: *Firefighters and rescue professionals work ability in Campinas - Brazil*
   Silva Marconato R, **Monteiro I**, Brazil

11.35: *Work ability and need for recovery in a public sector population – a multilevel study*
   **Kiss P**, De Meester M, Clays E, Belgium

11.55: *Work ability of Finnish Women Entrepreneurs*
   Palmgren H, **Monteiro I**, Kaleva S, Finland/Brazil

Oral Session 16: “Securex HR Research Session”   **Chair: Frank Vander Sijpe, Belgium**

11.15: *The evolution and causes of stress (at work) and strain*
   **Verlinden H**, Van Coillie H, Belgium

11.35: *The importance of autonomous motivation in a working context*
   **Van Coillie H**, Vander Sijpe F, Van den Broeck A, Belgium

11.55: *Spare or train?*
   **Van Coillie H**, Vander Sijpe F, Belgium

12.15 - 12.45
   Closing ceremony and Lunch

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